

Association of Farmworker Opportunity Programs HEALTH & SAFETY PROGRAMS

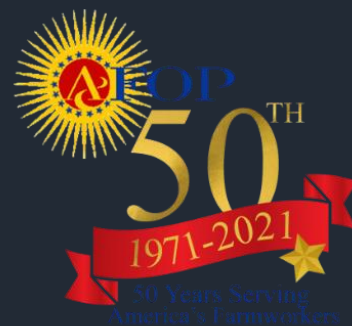
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CLOSEOUT REPORT

NATIONAL FARMWORKER TRAINING PROGRAM

U.S. Environmental Protection Agency

Cooperative Agreement #83597001

June 30, 2021

Empowering the Farmworker Community through Health and Safety Education, Resources, and Advocacy

COOPERATIVE AGREEMENT OVERVIEW

The Environmental Protection Agency (EPA) Cooperative Agreement **#83597001** with the Association of Farmworker Opportunity Programs (AFOP) supports a national education and training pesticide safety program aimed at reducing exposure to pesticides for agricultural workers, their families, and the agricultural community since 1995. AFOP Health & Safety Program's reach is singularly able to provide a robust national network of dedicated pesticide safety trainers and agricultural employers in multiple states.

The main goal of this grant is to reduce pesticide exposure and heat related illnesses among farmworkers and their families. AFOP achieves this goal through the delivery of a culturally appropriate, bilingual pesticide safety education program called the **National Farmworker Health & Safety Training Program (NFTP)**, or better known as the "training program." Through this program, AFOP's works to benefit America's farmworkers and H-2A visa farmworkers, positively affect agricultural communities throughout the U.S., and raise awareness regarding the environmental justice impact of pesticides. AFOP accomplished these objectives by:

- Facilitating the delivery of Worker Protection Standard (WPS) training to migrant, seasonal farmworkers, and foreign H-2A visa farmworkers through national bilingual certified pesticide safety educators.
- By training, providing technical support and developing and handing out materials and training tools to existing and new pesticide safety educators.
- By developing training and educational materials utilizing English, Spanish, and Haitian-Creole in a low-literacy format to provide health and safety education to farmworker families, who are primarily Latino, to raise awareness about take-home and in-home pesticide exposure and mitigate the risk of exposure to their children.

NATIONAL FARMWORKER TRAINING PROGRAM

Implementation: AFOP Health & Safety Programs staff designed the National Farmworker Training Program to reach as many farmworkers as possible utilizing AFOP member organization staff to conduct pesticide safety and heat stress prevention trainings, and implement the various events held annually.

In each of the grant years, AFOP invited member organizations to participate in the NFTP program. Those organizations that accepted AFOP's invitation completed a workplan in which they laid out how many farmworkers they expected to train within the program year. Based on that number, AFOP provided participating organizations training allowances to cover training expenses, such as mileage, gas, and training materials.

After organizations submitted their workplans, AFOP shipped all the training materials, flipcharts, and take-home materials to its network of trainers.

Once the materials were received, AFOP conducted train-the-trainer sessions in person and via webinar. In order, to spend EPA's funding in an effective way, AFOP established a policy to determine whether a train-the-trainer should be completed in-person or via webinar. If an organization had more than 6 trainers, AFOP would travel to provide a train-the-trainer in person to be cost-effective. Otherwise, the training was conducted via webinar.

Once AFOP trainers became certified by AFOP and by their states, they assisted agricultural employers in ensuring that each agricultural worker got trained according to the regulation, in a linguistically and culturally appropriate format.

During most training sessions, AFOP's trainers conducted knowledge transfer and behavioral change evaluations utilizing a pre- and post-test. The pre-test revealed farmworkers knowledge and behavior prior to receiving their training. The post-test revealed the knowledge gained and behavior change after receiving the training. (Please see the evaluation section to learn more about the evaluations results.)

Participating Organizations: AFOP offered the opportunity to join NFTP to its 52 member organizations. The number of participating organizations varied by year based on each member organization's staff capacity and funding availability. Each organization assigned a coordinator that would be the liaison between AFOP and the trainers. The coordinator would ensure the paperwork (training rosters and evaluations) was completed correctly and fully prior to submitting to AFOP for verification.

ORGANIZATIONS	PY1 (2015-16)	PY 2 (2016-17)	PY 3 (2017-18)	PY 4 (2018-19)	PY 5 (2019-21)
Total # of Participating Organizations	29	24	23	28	30

Network of trainers: Every year, AFOP trains new and returning trainers. It varies by year based on the participating organizations' staff capacity.

TRAINERS	PY1 (2015-16)	PY 2 (2016-17)	PY 3 (2017-18)	PY 4 (2018-19)	PY 5 (2019-21)
Total # of Trainers	218	218	256	255	258

DO YOU THINK THAT THE NFTP PROGRAM IS DESIGNED WITH FARMWORKERS IN MIND?

The design of the NFTP program has been easy to implement. This design works well because in the past years we have provided our comments and suggestions to make the Spanish language of the trainings in a neutral manner that you can provide to all Latino populations.

Furthermore, the level of the language used, questions designed for interaction, illustrations and activities are perfect for our farmworkers to understand and retain the information provided.

-PathStone Corporation

IS THE PROGRAM DESIGNED IN A WAY THAT WORKS FOR YOUR SITE/STAFF?

The design of NFTP works well with our trainers as well because of the simple way the design provides the information, and both the trainer and farmworker can retain the information.

In some instances, we have had new staff that have had the opportunity to participate in the train-the-trainer course and have felt comfortable with providing the training because the activities and the interaction questions provide a great combination for the trainer and the farmworker to enjoy the time spent discussing the different topics.

The flipcharts provide the illustrations for visual demonstrations of the topic, but also help immensely as we provide these trainings at times in the fields where electricity is not available.

The overall quality of information and the materials provided by the NFTP program are an excellent resource for both our trainers and farmworkers to successfully

to were previously certified, received a yearly new training techniques and outreach developed by

AFOP's Health & Safety programs staff. The new trainers received the full certification training in order to comply with regulation.

TRAININGS

The NFTP utilizes a network of community-based outreach specialists within the AFOP membership to provide multiple health and safety training topics. The training sessions mostly take place at the agricultural workplace, migrant housing or camps, migrant education centers, and during rides to the work site when traveled in a school bus, community gathering places, and at collaborative offices.

AFOP Health & Safety Programs is known for quality, culturally appropriate trainings and curricula that use innovative, low-literacy training techniques to communicate vital health information to farmworkers. Our programs focus on using adequate multilingual interactive training techniques to increase farmworkers engagement in the topic to ensure knowledge transfer and behavior change. The trainings funded by the EPA include:

Worker Protection Standard (WPS): AFOP Health & Safety utilizes its recently developed WPS flipchart that include the updated regulation from 2015. This flipchart was carefully developed and selected to ensure inclusion of background races, cultural appropriateness, effectiveness, and low-literacy format. The training session might last up to 45 minutes long if they utilize the interactive activities provided and suggested in the flipchart. The engagement and participation of attendees will also affect the length of the training session. This training is offered through our program in English, Spanish, and Haitian-Creole.

Limiting Exposure Around Families (LEAF): This 25- to 30-minute curriculum seeks to mitigate, and increase awareness of, take-home exposure risks to families through a training curriculum and other educational materials. All training and materials are in a bilingual, low-literacy format that offers advice on how to reduce or even eliminate the possibility of exposing children to pesticide residues.

- **Pesticide Exposure & Pregnancy (PEP):** This 20-minute curriculum seeks to raise awareness about the health effects of pesticides on farmworker women and their unborn children. It also provides information on how to avoid exposure to pesticides residues to prevent any health issues. This curriculum can be provided on its own or as an add-on to other trainings.

Jose Learns About Pesticides (“Jose Aprende”) This 10- to 15-minute storytelling interactive curriculum is primarily for farmworker children between the ages of 4-10 years old who labor in the fields with their parents. This curriculum focuses on teaching children the “what to-do” and “what not to-

do” while in the fields to prevent health hazards due to exposure to pesticide residues.

Among many lessons, the main character of the story, José, is taught how to dress for the fields, to not eat produce while in the fields, and the importance of washing his hands before eating or going to the bathroom, and more.

Heat Stress Prevention (HSP) This 30-minute curriculum seeks to prevent heat related illness in agricultural workers. It educates farmworkers on signs and symptoms and what to do in case of an emergency. It also provides the necessary tools to prevent suffering from a heat related illness.

Other trainings provided, but **not** funded by EPA, include:

- Chemical Hazard
- Tractor Safety
- Covid-19
- Food Safety
- Personal Hygiene
- and many other health and safety training topics.

Training Deliverables:

During this cooperative agreement, AFOP conducted various trainings.

- First, AFOP’s Health and Safety **staff** got trained and certified to provide all the trainings mentioned above in order to train its network of trainers.
- Second, AFOP’s trainers were trained and certified by AFOP, either in person or via webinar, and by their states, as required, to be able to train farmworkers and employers.

IS THE PROGRAM DESIGNED IN A WAY THAT WORKS FOR YOUR SITE/STAFF?

Yes. Training and materials are provided to assist with implementation. Materials are user friendly. Technical assistance is provided when needed in a timely way.

Farmworkers appreciate the gifts provided and the training.

Farmworkers have a limited time for the training so in most cases it's not possible to do all the trainings at once. It is also difficult to schedule multiple trainings at one farm.

-Telamon Corporation, SC

ers and employers were trained utilizing the
oped by AFOP.

Farmworkers Trained	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Total Farmworkers Trained Overall	33,183	46,378	42,458	36,987	11,244	170,250

DDuring this cooperative agreement, AFOP was able to train a total of 170,250 farmworkers. The grant goal was to train 28,000 farmworkers per year. With AFOP's amazing network of trainer we surpassed the grant goal of 140,000 by training 30,250 farmworkers over the projected goal.

Farmworkers Trained	Year 1	Year 2	Year 3	Year 4	Year 5	Total
WPS	12,739	14,730	13,404	12,097	5,480	58,450
LEAF	5,725	10,106	8,218	7,291	3,685	35,025
PEP	3,410	4,856	4,115	3,827	1,257	17,465
Jose Aprende	1,007	971	2,542	1,051	816	6,387
Heat Stress	10,302	15,715	14,179	12,721	5,553	52,923
TOTAL	33,183	46,378	42,458	36,987	11,244	170,250

DO YOU THINK THAT THE NFTP PROGRAM IS DESIGNED WITH FARMWORKERS IN MIND?

Farmworkers have indicated their appreciation for the training. Many say that the farmers they work for do not provide the training, even though they are supposed to.

They said it will help keep them and their family safe.

-Telamon Corporation, SC

The following is some data our trainers collected from the WPS trainings with 25% of the farmworkers trained:

- 74% of farmworkers trained were men
- 25% of farmworkers trained were women
- 1% of farmworkers trained were children under the age of 16 years
- 7 years is the average number of years working in the fields
- 98% of the trainings were conducted utilizing the flipchart
- 89% of WPS trainings were conducted in Spanish
- 9% of WPS trainings were conducted in English
- 2% of WPS trainings were conducted in Haitian-Creole
- 39% of the farmworkers trained had never received WPS training

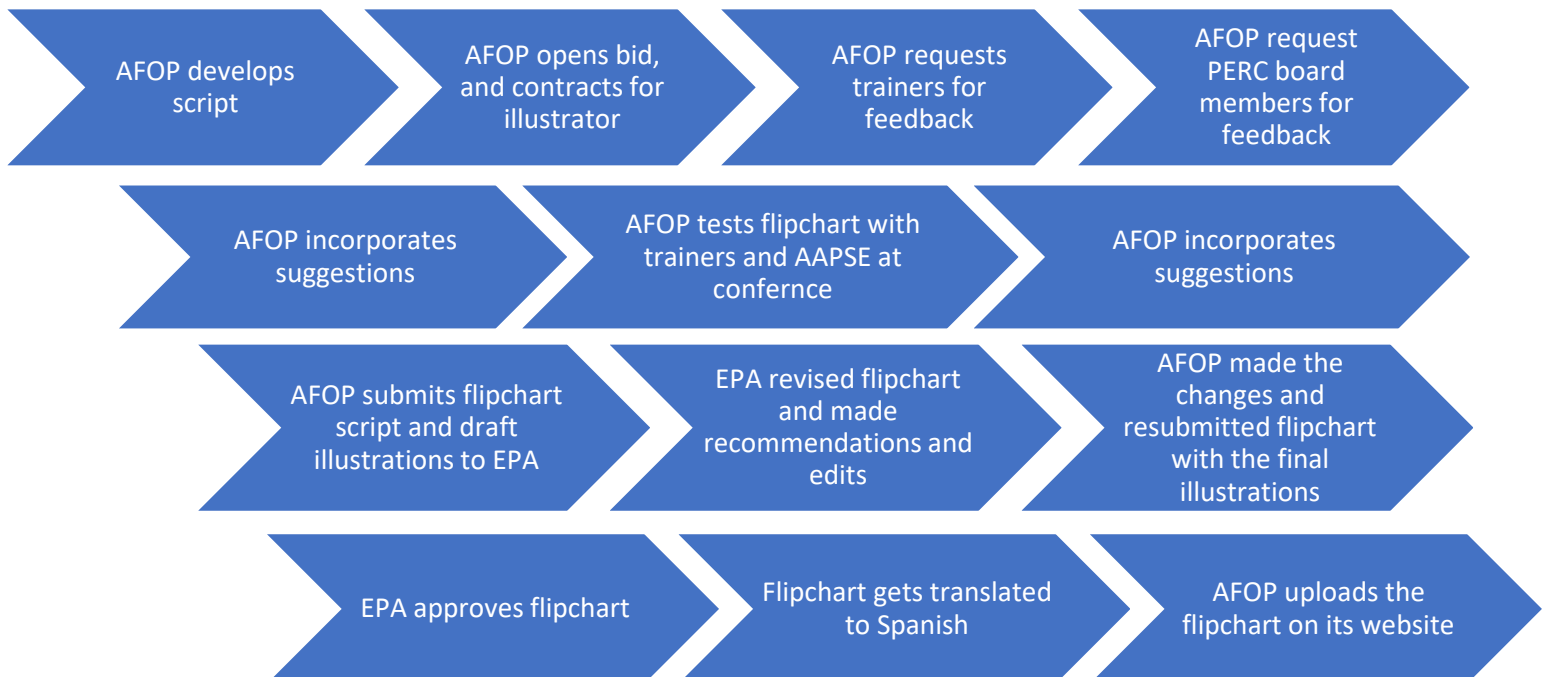
MATERIAL DEVELOPMENT & DISTRIBUTION

Developing effective and culturally appropriate training material is crucial to convey a message to a specific population. During this cooperative agreement

AFOP had the opportunity to develop the EPA-approved [Worker Protection Standard Training flipchart for Workers](#).

The development of this curriculum had several phases, these were the following:

1. Developing the script with the new regulation while keeping it in a simple language for farmworkers and employers to understand.
2. Developing the illustration that would accompany the script. In this process, AFOP needed to make sure the illustrations were inclusive, culturally appropriate, and that they would convey the WPS key messages by just looking at it.
3. Reviewing the script and illustration with many partners, including PERC advisory board members, farmworker advocate organizations, AFOP trainers, and NPSEC representatives.
4. Integrating all feedback and submitting the curriculum to EPA for approval.
5. Once EPA approved the flipchart, it was translated into Spanish and Haitian-Creole and tested with farmworkers that speak these languages to ensure the translations made sense, the information was well received, and to ensure farmworkers learn as much as possible from this curriculum.
6. Once AFOP was happy with the feedback collected, it shared the curriculum on AFOP's website, and offered the National Pesticide Safety Education Center (NPSEC) the opportunity of selling the curriculum flipchart.
7. Simultaneously, PERC translated the flipchart in many other languages and dialects.



In addition to developing materials, AFOP was able to revise its take-home materials and update it to be current with the new WPS regulations and ensure the materials were inclusive, effective, and low-literacy. While some materials needed a complete do-over, other materials just needed a refreshing to better captivate the receiver's attention.

- Laundry bag with key message to prevent bringing pesticides home
- Bandana with key messages to prevent suffering from a heat-related illness
- Hand fan with key messages and program promotion
- Magnets with pesticide safety messages
- [WPS pocket size brochure](#)



IN CASE OF EMERGENCY...

6 Steps to take in case of emergency:

1. Stay calm
2. Don't panic
3. Don't move unless you are told to
4. Listen to the instructions of the fire warden
5. Don't use the lift
6. Don't go back into the building until you are told to

Protect yourself!

HEAT STRESS PREVENTION

4 Steps to take in case of heat stress:

1. Take breaks
2. Drink water
3. Wear protective clothing
4. Use sun protection

NO! Don't drink alcohol or caffeine, and don't take medication that can affect your health.

HEAT STRESS SYMPTOMS

Common symptoms:

- Headache
- Dizziness
- Nausea
- Fatigue
- Irritability
- Loss of appetite
- Loss of concentration
- Loss of coordination
- Loss of balance
- Loss of consciousness

WATER REST SHADE

Water, rest, shade. These are the three most important things to do to prevent heat stress.



Once AFOP has completed recruiting participant organizations for the coming NFTP program year, AFOP holds a packing extravaganza in which the staff works numerous hours to pack and ship thousands of pounds of training and take-home materials.

	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Pounds of materials shipped per year	1,099 lbs.	1,577 lbs.	3,082 lbs.	3,960 lbs.	6,497 lbs.	14,616 lbs.

The training materials shipped to AFOP's trainers include:

- WPS flipchart (not every year to returning trainers)
- Heat Stress Prevention flipchart (not every year to returning trainers)
- LEAF flipchart (not every year to returning trainers)
- PEP flipchart (not every year to returning trainers)
- Copy of paperwork on a thumb drive
- Pens to conduct evaluations
- Training props such as:
 - fake fruits (dusted with fluorescent dust to demonstrate how pesticides can travel from the hand to the rest of the body, or dusted with baby powder to demonstrate pesticide residues)
 - black light (to show how pesticide residues can travel through our bodies, clothes, etc.)
 - baby powder to simulate pesticide drift and residues
 - portable microphone to enhance the trainers voice specially when they are conducting trainings in open and noisy spaces

TAKE-HOME MATERIAL DISTRIBUTION	Year 1	Year 2	Year 3	Year 4	Year 5	Total
PST brochure	6,000	7,000	100	7,600	7,500	25,700
Heat Stress brochure	6,000	7,000	100	7,600	7,500	25,700
Laundry bags	5,000	5,000	25	5,125	4,925	19,075
PST Magnets	5,500	7,000	100	4,200	0	16,800
Bandanas	5,000	5,000	5,000	5,000	5,000	25,000
Hand Fan	0	0	0	0	3,000	3,000
Central Posting Poster	0	0	0	500	500	1,000
Employer Guide	0	0	0	800	500	1,300
WPS Worker's Guide	0	0	0	500	500	1,000

In addition to developing and updating take-home materials and training materials, AFOP was able to develop an online database where trainers can directly upload their paperwork, and that allows AFOP to better analyze the data collected from the training rosters, and evaluations.



EVALUATIONS

AFOP Health & Safety Programs believes in evaluating its processes, program, and trainings. Based on the result of each evaluation, AFOP adjusts its processes to improve the outcome of its program.

Program Evaluation: In a survey conducted with 89% of AFOP's trainers concluded that:

- 98% of trainers are satisfied with the program implementation.
- 97% of trainers are satisfied with the train-the-trainer course.
- 99% of trainers like to provide WPS and Heat Stress Prevention Training
- 92% of trainers agreed that AFOP's process for submitting paperwork is easy.
- 94% of trainers said they would not change anything from the training program.
- 99% of trainers are satisfied with the training materials and tools provided to conduct trainings.
- 100% of trainers are satisfied with their welcome boxes – trainer kit.
- 99% of trainers are satisfied with the take-home materials handed to farmworkers.
- 11% of trainers mentioned that they would like to have more take-home materials to distribute.
- 58% of trainers prefer in-person train-the-trainer session than webinar.

Worker Protection Standard Training Knowledge Transfer: AFOP's trainer conducted Knowledge Transfer evaluations with 68% of the WPS training attendees. This evaluation was conducted using a pre- and post-test format.

Demographic of farmworkers surveyed:

- 82% of farmworkers surveyed were men
- 18% of farmworkers surveyed were women
- 35 is the average age of workers surveyed
- 7 is the average number of years working as farmworkers
- 77% of the farmworkers surveyed have smart phones
- 69% of farmworkers surveyed use their smart phones to do farm work
- Education Level:
 - 9% have no education
 - 27% have elementary education
 - 49% have high school education

- 7% have a GED
- 6% have some college education
- 5% have a college degree

Evaluations Results. Experienced farmworkers have basic knowledge of pesticides and understand that the substances can be harmful to one's health. However, many do not know how dangerous pesticide exposure can be, and how to prevent a health hazard.

When asked if they had suffered a health hazard due to pesticide exposure:

- 24% of farmworkers surveyed said they felt ill due to pesticide exposure while working in the fields
- 76% of farmworkers surveyed said they did not feel ill due to pesticide exposure while working in the fields
- 19% of farmworkers surveyed said they do not know if they got ill due to pesticide exposure while working in the fields
- 66% of farmworkers surveyed said that they felt ill from pesticide exposure while working in the fields, but did not report their illness
- 49% of farmworkers said they felt ill from pesticide exposure while working in the fields and did receive treatment

After analyzing the pre- and post-test evaluations, attendees increased their knowledge by 28% overall.

- Workers increased their knowledge by 27% about where pesticides are found (on plants, the ground, and produce, in the air, or on clothes).
- Workers increased their knowledge by 31% on health risks of pesticide exposure (sweating, vomiting, dizziness, headache, muscle pain, and skin rashes).
- Workers increased their knowledge by 28% on what to do if pesticides get on their skin and clothes.
- Workers increased their knowledge by 21% concerning the need to bring the pesticide label with them in case of a health emergency

- Workers increased their knowledge by 38% on how to avoid exposure by always washing your hands before eating, drinking, or using the bathroom at work.

- Workers increased their knowledge by 19% on how to follow instructions and signs about not entering areas where pesticides are being used.



IS THE PROGRAM DESIGNED IN A WAY THAT WORKS FOR YOUR SITE/STAFF?

Yes, the virtual training and webinars that are provided are perfect for our organizations.

They provide us with many resources for farmworkers in Montana.

DO YOU THINK THAT THE NFTP PROGRAM IS DESIGNED WITH FARMWORKERS IN MIND?

Yes, the materials and program are designed to allow farmworkers to obtain valuable information and resources. They accommodate to the farmworker's situation.



Montana Rural Employment Opportunity

- Workers increased their knowledge by 31% on learning that their boss cannot punish them for leaving an area where pesticides are being sprayed.
- Workers increased knowledge by 42% on having to be trained on WPS every year.
- Workers increased their knowledge by 17% that bosses must arrange transportation to a doctor in a health emergency while working.

- **Worker Protection Standard Training Behavioral Change Evaluation:**
AFOP conducted a small behavioral change evaluation at the beginning of this cooperative agreement to measure if farmworkers are incorporating into their daily routines what they learn during the trainings. Although, we would have liked to have a greater number of farmworkers surveyed, the reality is that this type of evaluation presented many challenges. For example, following up with farmworkers that had migrated to another state or changed their phone number or address is extremely challenging.

The survey was conducted with 629 farmworkers that had never received WPS and Heat Stress trainings. AFOP utilized a pre- and post-test method to implement the survey. The process was the following:

- Prior to receiving WPS and Heat Stress Prevention training they would complete the pre-test.
- After completing the pre-test farmworkers received both trainings.
- Then, trainers would wait 3 to 4 weeks to contact the farmworkers who had already completed the pre-test and would then conduct the post-test.

The results of the behavioral change evaluations were the following:

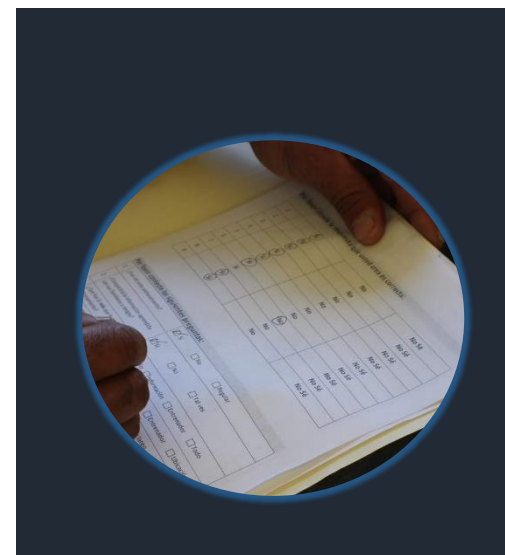
- Overall, 33% of farmworkers have incorporated into their work routines the healthier and safer practices they learned from WPS

DO YOU THINK THAT THE NFTP PROGRAM IS DESIGNED WITH FARMWORKERS IN MIND?

MET strongly agrees that the program is designed with the farmworker and their families in mind.

The NFTP program is in English-Spanish and written in an adequate level of communication.

-Motivation, Education, Training, Inc.



and Heat Stress Prevention trainings to better avoid health risks of pesticide and heat exposure.

- 0% of workers started wearing long pants every day to work to avoid pesticide exposure.
- 33% of workers started using hats every day at work to prevent heat and pesticide exposure.
- 28% of workers started wearing long-sleeve shirts every day to work to prevent pesticide exposure and heat exposure.
- 33% of workers started wearing light-colored clothes to prevent heat stress.
- 29% of workers started wearing closed toe shoes every day to work to help prevent injuries and pesticide exposure through skin absorption.
- 34% of workers started drinking more water every day at work to prevent dehydration.
- 37% of workers started washing their hand before eating every day at work to prevent pesticide exposure.
- 29% of workers increased their knowledge that pesticides can hurt their health.
- 47% of workers increased their knowledge that heat can hurt their health.

Other ways AFOP conducted program and training evaluations was through site training monitoring visits. During these visits, AFOP would observe the trainer's technique of conducting trainings and the attendees' level of engagement, and take any necessary action to ensure trainings met all regulations.

Each year, AFOP conducted approximately 3-4 site monitoring visits. Once the training observation was concluded, AFOP would meet with the trainer to provide verbal feedback. Later, AFOP would send a formal letter with any findings, feedback, and anything discussed directly with the trainer.

IS THE PROGRAM DESIGNED IN A WAY THAT WORKS FOR YOUR SITE/STAFF?

The program is designed in a way that works for MET staff across all 6 states.

We believe that the multiple training topics are of much value to our staff.

Many of MET's tenured and new staff were previous farmworkers who often remind us of the importance of each training. Many farmworkers often lack the knowledge of pesticide exposure and through the NFTP culturally appropriate training and curricula

MET staff can conduct is trainings during orientation to each one of its participants and their families.

-Motivation, Education, Training, Inc.



EVENTS

Throughout this collaborative agreement, AFOP held several events every year. Some events included social media awareness campaigns, trainings, collaborations, and more. These events were the following:

National Long-Sleeve Shirt Drive (NLSSD) during National Farmworker Awareness Week (NFAW). AFOP's National Long-Sleeve Shirt Drive is held yearly the last week of March during National Farmworker Awareness Week. NFAW is a week of action for communities and individuals to bring attention to farmworkers and honor them for the contributions they make to our daily lives.

As part of AFOP's Health & Safety Programs national effort to raise awareness about the important contributions farmworkers make to the country, AFOP sponsored a long-sleeved shirt drive throughout the United States. Many of AFOP's member organizations and other groups, organizations, and universities joined AFOP in raising awareness about the dangers farmworkers face working with pesticides and under the extreme weather by participating in the National Long-Sleeve Shirt Drive.

AFOP began the NLSSD event in 2012. Since then, the number of shirts collected, and supporters involved have increased. However, due to Covid-19, the number of long-sleeve shirts collected in the fifth year of this collaborative agreement decreased. Regular drop-off locations were not open to the public. To counter that reality, AFOP used excess funds to buy 4,735 long-sleeve shirts AFOP then had distributed to farmworkers.

LONG-SLEEVE SHIRT DRIVE	PY1 (2015-16)	PY 2 (2016-17)	PY 3 (2017-18)	PY 4 (2018-19)	PY 5 (2019-21)	TOTAL
Total shirts collected	8,897	12,126	13,062	17,857	12,417	64,359

During this cooperative agreement, AFOP also partnered with the Hispanic Communications Network to develop and run two public service announcements (PSAs) raising awareness about pesticide exposure and take-home pesticide exposure. Each year, the reach of both PSAs surpassed 4 million impressions.

In addition to disseminating the PSAs, AFOP participated in a yearly radio interview with La Red Hispana to promote the National Long-Sleeve Shirt Drive and talk about pesticide safety. Also, AFOP appeared annually on Buenos Dias America, a radio show that is also transmitted through Facebook Live.

PSAs IMPACT	2017	2018	2019	2020	TOTAL
Impressions	3,618,000	3,713,000	3,789,000	5,954,000	11,125,954
Individual Programs	1,440	1,510	1,240	2,050	6,240
Mini Program	10	10	10	10	40
Affiliate Stations	150	151	142	205	648

In addition to AFOP's member organizations, many individuals and organizations supported and got involved in this event. These non-member organizations and individuals include:

- Adams State University - CAMP Project
- American Federation of Teachers (AFT)
- Arizona State University - CAMP Project
- California Applicants' Attorneys Association
- California State University – CAMP Project
- Carleton College - MN
- Central California Migrant Head Start
- Coalition on Human Needs
- Dallas County Hospital District
- EPA - Office of Pesticide Programs
- Equitable Food Initiative
- Fair Labor Association
- Fanatics
- George Washington University
- Good Samaritan Clinic
- Iowa State University
- Kaiser Permanente – Washington, DC
- Lambda Theta Phi Fraternity
- MSU Phi Chapter
- National Consumers League (NCL)
- North Central College
- Northwestern University
- Public Citizen
- Salud Sin Fronteras
- St. Edwards University – CAMP Project
- Student Action with Farmworkers (SAF)
- University of Connecticut
- University of Idaho – CAMP Project
- University of New Mexico – CAMP Project
- University of Rochester Dining Team Green
- Virginia Department of Agriculture and Consumer Services
- Community Leader: Karen Schneebaum
- Community Leader: Vetta Brands
- Community Leader: Mr. Campo's History Class
- Community Leader: Patti Macie

National Farmworker Women's Health Week. AFOP Health & Safety began holding the Healthy Women and Pregnancy Month event in May. During this event, AFOP's trainers conducted LEAF and PEP trainings, and ran a bilingual social media campaign with key messages on how to protect themselves and their families from pesticide exposure. In order to expand our reach, AFOP modified the focus of this event to

include farmworker women's overall health, with an emphasis on pesticide exposure, and partnered with over 49 organizations outside of AFOP's membership, and 15 of AFOP membership organizations.

Some of the partner organizations include:

- Ag Health & Safety
- Alianza Nacional de Campesinas
- CA Domestic
- California Vanpool Authority
- CAMP-Eastern Washington University
- Camperinos Org.
- Center for Farmworker Families
- Center for Food Safety
- Central Florida JWJ
- Centro de los Derechos del Migrante Inc.
- College Assistance Migrant Program
- College Assistance Migrant Program at ASU
- Cultivate Safety
- DEED
- Direct Action for Farmworkers
- Eastern Regional Alliance for Farmworker Advocates
- Enlace Latino
- Equitable Food Initiative - EFI
- EVH's Orgullo
- EWU Camp 2021
- Fair Food Nation
- Fair World Project
- Farm 2 People
- Farmworker Advocacy Network
- Farmworker Association of Florida
- Food Integrity Campaign
- Green America
- Health Outreach Partners
- Hispanic Communications Network
- Idaho State University HEP
- Illinois Migrant Council
- Informe Agrícola PR
- Mexican American Council
- Mujeres Rising
- National Center for Farmworker Health
- National Children's Center for Rural and Agricultural Health and Safety
- National Farm Medicine Center
- National Migrant and Seasonal Head Start Association
- Northwest Center for Alternatives to Pesticides
- Organization of Latin American Students
- Pacific Northwest Agricultural Safety and Health Center
- PNASH Center
- Salisbury University
- Student Action with Farmworkers
- The Farmworker Project
- The Funky Latina
- Western Center for Agricultural Health & Safety, UC Davis
- Women's Wire

Heat Stress Prevention Training Marathon Week. To promote a safe and healthy workplace for farmworkers, AFOP annually holds its National Heat Stress Prevention Training Marathon Week in mid-July. The key message for this campaign is Water-Rest-Shade with the purpose of educating and providing tools to farmworkers about how to prevent heat-related illness

while in the fields exposed to pesticide residues and extreme weather conditions. During that week, AFOP's goal is to train at least 800 farmworkers. The results from the last five years are as follows:

FARMWORKERS TRAINED	PY1 (2015-16)	PY 2 (2016-17)	PY 3 (2017-18)	PY 4 (2018-19)	PY 5 (2019-21)
Total Farmworkers Trained during HSPTM	2,621	1, 624	1,665	2,662	337

EPA Brown Bag: Hispanic Heritage Month. AFOP was invited to present to EPA's staff on the heritage of farmworkers, and the contributions they have brought to our society, economy, and our lives.

- [Hispanic Heritage Month Video](#) Presented at EPA's event.
- [Power Point Presented](#) at EPA's event.

Other events and campaigns. AFOP participated in other events and social media campaigns as part of our collaboration with our strategic partners. These events and/or campaigns are the following:

- CIFC Essay & Art Contest (not funded by EPA)
- Equal Salary for Farmworker Women social media campaign (not funded by EPA)
- National Heat Stress Standard (not funded by EPA)
- World Day Against Child Labor (not funded by EPA)

Building strategic partnerships is key to promoting the program, sharing valuable resources, and more importantly, reaching as many farmworkers as possible. Throughout this cooperative agreement, AFOP Health and Safety staff built important partnerships with key organizations that helped us achieve our grant objectives. We partnered with the following groups:

- **Student Action with Farmworkers (SAF)** – *(Attached to this report you will find SAF’s yearly impact report.)* AFOP has enjoyed a strong partnership with SAF for over 10 years. In the last five years, AFOP has been able to provide pesticide safety and heat stress prevention trainings to SAF’s internship program. We have also been able to develop materials and supplementary videos for the Jose Aprende curriculum, and attend pesticide safety events in North Carolina.
 - Video: [Jose Aprende Sobre los Pesticidas](#)
 - Video: [Jose Learns About Pesticides](#)

During the years 2016-2020, SAF recruited, trained, and supported a total of 46 interns/fellows to work with partner clinics to conduct pesticide safety and other occupational safety and health training with migrant farmworkers in North Carolina. SAF interns/fellows conducted outreach to farm labor camps, presented health education, information, and connected workers to resources at local health clinics, providing transportation, and interpretation services for workers.

Over the span of the five years, interns and fellows reached over 6,794 unduplicated farmworkers through 5,041 health education encounters and provided 779 pesticide specific patient encounters. Included in these numbers reached are the health outreach encounters from 2020 which were made mostly virtually because of the coronavirus pandemic. Throughout the pandemic, interns/fellows conducted tele-services, dropped off food and PPE for farmworkers and their families, and conducted limited socially distanced in-person outreach.

As part of their work, SAF interns also worked with farmworkers to document their experiences during the pandemic and made those findings available on the SAF bilingual website and social media platforms. And interns and fellows reached over 1,700 workers through health encounters.

Conducting pesticide education presentations was a vital part of the students work. Provided below are the statistics from the last four years. Data from 2020 is absent from the chart because of restrictions resulting from the pandemic.

Year	# of Times Pesticide Education Provided by Interns	# of Times Pesticide Education Provided by Fellows	Total # of Times Pesticides Education Provided
2019	118^	322^	440^

2018	261	395	656
2017	299*	409*	708*
2016	253	659	912

^This does not include encounters by the interns working with the SC Primary Care Association or Toxic Free.

**This does not include specific pesticide data from 2 sites – Blue Ridge Health & Kinston Health.*

****This only includes 8 of the total 12 students' pesticide education, as several of the partner clinics did not report the types of health education conducted by the students.*

SAF was able to determine from self-reported surveys of farmworkers, interns/fellows and partners the overall impact of the work they are doing through their program.

- 85% reported more confidence about speaking out when witnessing injustice.
 - 88% of farmworkers learned more about resources available to farmworkers.
 - 75% reported likely to use the information they learned as part of program.
 - 98% of interns/fellows reported knowing more about farmworkers' experiences and needs.
 - 90% will work with farmworkers or volunteer at a farmworker organization.
 - 72% of partnering organizations reported creating more resources because of interns/fellows.
- **Hispanic Communications Network (HCN).** Radio is one of the most heavily consumed and trusted forms of media for Spanish-speaking farmworkers in the U.S. AFOP Health & Safety has partnered with HCN for over 10 years to raise awareness of the devastating health effects of pesticide exposure. Through this partnership, AFOP has been able to reach over 11 million farmworkers and family members during this cooperative agreement. We have been able to reach this amount through the dissemination of PSAs, radio interviews, Facebook posts, press releases, and livestreams. This partnership has help us reach to vast number of farmworkers every years and provide them with key messages to protect themselves and their families from pesticide exposure.

Together, we have leveraged our evergreen radio PSAs on an annual basis during Farmworker Awareness Week in the spring to increase awareness and remind farmworkers about practices they can take in the fields to mitigate risks of pesticide exposure. By tapping into HCN's La Red Hispana radio network and its radio stations affiliates in agricultural markets nationwide, we have been able to sustain this critical outreach to essential workers on an annual basis. Moving forward, we hope to expand our reach through HCN and it La Red Hispana social media and digital platforms to reach greater numbers of farmworkers via their smartphones and better leverage the HCN nationwide radio network.

- **Pesticide Educational Resources Collaborative (PERC) Advisory Board Member.** AFOP Health & Safety Director Melanie Forti has served on PERC's Advisory Board since 2016 and was a regular and contributing member, representing her constituent of farmworkers, and serving as the liaison

to EPA's farmworker training cooperative agreement. Melanie has reviewed various Spanish translations of PERC products for accuracy and optimal target audience comprehension.

Melanie Forti also chaired the Farmworker Advocate Member workgroup, a self-formed ad hoc collection of members across nonprofit entities offering insights into the creation of PERC's works. In addition, Melanie and AFOP collaborated with PERC in the translation of AFOP's Worker Protection Standard farmworker training flipchart. This resulted in an additional six languages of this popular and effective resource: Chinese, Haitian Creole, Hmong, Russian, Tagalog, and Vietnamese.

- **Agricultural Labor Skills and Safety Program (ALSSP) Advisory Board Member.** AFOP Health & Safety Director Melanie Forti became an advisory board member for the Opportunities Industrialization Center of Washington Agricultural Labor Skills and Safety Program (ALSSP), funded by the Washington State Department of Commerce. The purpose of the ALSSP was to provide safety training to farmworkers and agricultural businesses throughout Washington state. Melanie Forti's knowledge and experience were instrumental in the success of the program. She provided feedback and guidance for the development of the curriculum. In addition, her assistance in identifying best practices for outreach helped increase the program's reach. Melanie's candor and problem-solving skills also contributed significantly to developing processes to make the program function efficiently.
- **National Migrant and Seasonal Head Start Collaborative Office (NMSHSCO) Advisory Council Member.** AFOP Health & Safety Programs Director Melanie Forti became part of the NMSHSCO advisory council. In this role, she represented the views and needs of farmworkers in this forum for discussion of Migrant and Seasonal Head Start (MSHS) community opportunities and challenges; assisted in the assessment of MSHS grantee needs; assisted in the development, implementation, and monitoring of the NMSHSCO Strategic Plan; and advocated for partnerships and collaboration with other organizations to expand opportunities and resources for migrant and seasonal farmworkers.

Through this partnership, AFOP was able to train MSHS staff on the LEAF and Jose Aprende curricula, and incorporated the option of providing those trainings at multiple centers around the United States. AFOP provided the necessary tools and training materials to conduct these trainings.

- **National Pesticide Information Center (NPIC).** Since 2019, NPIC and AFOP Health & Safety Programs have partnered to improve the quality of life for migrant and seasonal farmworkers and their families by supporting the member organizations that serve them. This partnership has included referring and suggesting the public and farmworker community contact NPIC should they have questions about pesticides and their health. AFOP and NPIC have also shared content for distribution, modification, and/or amplification among mutual audiences.

- **Migrant Clinician Network.** Migrant Clinicians Network (MCN) is one of our many strategic partners with whom we collaborated at various points throughout these five years to further the cause of farmworkers' health and safety. For example, as the pandemic threatened to shut everything down in March 2020, MCN was our very first remote Facebook Live! guest – as part of a series of conversations we hosted on social media to bring attention to the some of the most acute farmworker issues.

Amy Liebman, Director of Environmental and Occupational Health, and Dr. Laszlo Madaras, MCN's Chief Medical Officer, joined us for one hour on Facebook on March 26th to discuss the potential impact of COVID-19 on the farmworker community. The video was extremely popular, as it came at a time when everyone was asking a lot of questions, and it helped our message reach an even wider audience than before. Later, Ms. Liebman connected us with some clinical professionals who then joined a Facebook Live! conversation about farmworkers and diabetes on August 20th, 2020 – which also performed well in terms of engagement. All Facebook Live! videos were recorded and later uploaded to our [YouTube page](#) to further broaden reach.

Earlier, in April 2019, Amy Liebman contributed an article on "Health Hazards" to our Children in the Fields Publication titled, "The Stories You Should Know." The article drove home the message that farmworker children are more vulnerable to things like heat stress and pesticide exposure, and so should not be subjected to the same hazards in the fields as their parents.

- Facebook Live: [Health Effects of the Coronavirus on the Farmworker Community](#)
 - Blog: [Farmworkers & the Coronavirus](#)
 - Publication: [Children in the Fields: The Stories You Should Know](#)
- **Justice for Migrant Women.** Through this partnership, AFOP Health & Safety and Justice for Migrant Women (JMW) have collaborated on several social media campaigns to raise awareness of the health disparities farmworkers face daily. We also collected facemasks that were later distributed among farmworkers in all states. JMW Program Officer Norma Flores-Lopez participated as a panelist in two Facebook Live! events to discuss the health risks of pesticide exposure among farmworker children who labor in or accompany their families to the fields from an early age. In addition, we have collaborated in cross-posting content on social media, attended JMW virtual events, and more.
 - Facebook Live: [Farmworker Children](#)
 - Publication: [Children In the Fields: The Facts You Should Know](#) & [Children In the Fields: The Stories You Should Know](#)
 - **Child Labor Coalition.** AFOP has been a partner with the Child Labor Coalition for many years. Through this partnership, we have fought to protect farmworker children from pesticide residue exposure and child labor exploitation in agriculture.
 - Facebook Live: [Advocating for Farmworker Children's Rights to Health and Safety](#)

- Publication: [Children in the Fields: The Facts You Should Know](#)
 - Blog: [The \\$64,000 Question: How Can Consumers Avoid Supporting Companies that Exploit Farmworkers?](#)
- **Laboratorio Agrológico de Puerto Rico.** Although not funded by EPA, AFOP worked diligently to establish a strong and enduring partnership with the Laboratorio Agrológico de Puerto Rico. Through our work, AFOP was able to ensure the Worker Protection Standard is up to standard and implemented in a reliable, effective, and low-literacy format to ensure farmworkers comprehend all the WPS points.
 - **Public Citizen.** AFOP established a partnership with Public Citizen’s Heat Safety Network in 2019 to work towards introducing a national heat safety standard for all outdoor workers through the Occupational Safety and Health Administration (OSHA).
 - Facebook Live: [Heat Stress in the Fields & Corona Virus](#)
 - Blog: [Children in the Fields: The Stories You Should Know](#)
 - **GAP Connections.** GAP Connections (GAPC) is an organization that develops, maintains, and provides leadership for agricultural standards and practices. AFOP Health & Safety Programs has allied with GAPC to provide pesticide safety trainings to the farmworker community in different states. Along with the Telamon Corporation in South Carolina, GAPC invited AFOP to participate in a GAPC-sponsored on-farm safety, health, and compliance event on the Martin Johnson Farm in Galivants Ferry, South Carolina. Attending were local farmers and area farmworkers. During the on-farm training, AFOP staff provided Worker Protection Standard training in English and Spanish, as well as provided translation services for additional organizations/trainers in attendance.

Event attendees rotated through interactive stations as they learned about such topics as heat illness, machinery and tool safety, pesticide safety, first aid, and emergency protocol. In addition, they received information about labor laws, workers’ rights, human trafficking, and sexual harassment. AFOP provided the training in both Spanish and English at no cost for farmers and the migrant, seasonal, and local labor they employ.

The on-farm training events in 2017 yielded 11 training sessions in 7 cities and 5 states and 1,775 growers and farmworkers trained. Below are two charts for review. The first chart contains data by site with the role of the attendee; whether an owner, co-owner, manager or supervisor, employee or other. The second chart contains data by site with the language of the attendee.

GAP Connections: 2017 On-Farm Training Event Attendance by Role:

Site	Location	Owner	Co-Owner	Manager/Supervisor	Employee	Other	Total
Daniel Johnson Farm	Alma, Georgia	48	4	1	77	1	131

Martin Johnson Farm	Gallivants Ferry, South Carolina	60	20	5	148	6	239
Central Marketing – Morning Session	Smithfield, North Carolina	38	5	11	264	4	322
Central Marketing – Afternoon Session	Smithfield, North Carolina	17	6	1	179	0	203
Tim Shelton Farm – Morning Session	Dry Fork, Virginia	31	3	1	131	2	168
Tim Shelton Farm – Afternoon Session	Dry Fork, Virginia	13	6	1	74	1	95
Tobacco Research Station – Option #1 – Morning Session	Oxford, North Carolina	24	5	2	148	2	181
Tobacco Research Station – Option #2 – Morning Session	Oxford, North Carolina	12	5	0	3	0	20
Tobacco Research Station – Option #1 – Afternoon Session	Oxford, North Carolina	3	0	3	45	0	51
Tobacco Research Station – Option #2 – Afternoon Session	Oxford, North Carolina	5	1	1	0	1	8
Dale Seay Farm – Morning Session	Crofton, KY	15	2	0	93	2	112
Dale Seay Farm – Afternoon Session	Crofton, KY	10	1	0	110	2	123
Bale Tobacco Company	Elizabethtown, KY	32	7	0	76	7	122
Grand Totals		308	65	26	1,348	28	1,775

GAP Connections: 2017 On-Farm Training Event Attendance by Language:

Site	Location	English	Spanish	Total
Daniel Johnson Farm	Alma, Georgia	104	27	131
Martin Johnson Farm	Gallivants Ferry, South Carolina	161	78	239
Central Marketing – Morning Session	Smithfield, North Carolina	118	204	322
Central Marketing – Afternoon Session	Smithfield, North Carolina	28	175	203
Tim Shelton Farm – Morning Session	Dry Fork, Virginia	41	127	168
Tim Shelton Farm – Afternoon Session	Dry Fork, Virginia	23	72	95
Tobacco Research Station – Option #1 – Morning Session	Oxford, North Carolina	39	142	181
Tobacco Research Station – Option #2 – Morning Session	Oxford, North Carolina	13	38	51
Tobacco Research Station – Option #1 – Afternoon Session	Oxford, North Carolina	17	3	20
Tobacco Research Station – Option #2 – Afternoon Session	Oxford, North Carolina	8	0	8

Dale Seay Farm – Morning Session	Crofton, KY	23	89	112
Dale Seay Farm – Afternoon Session	Crofton, KY	29	94	123
Bale Tobacco Company	Elizabethtown, KY	46	76	122
Grand Totals		650	1,125	1,775

COMMUNICATIONS

AFOP Health & Safety worked on developing a strong and effective communications plan to ensure we target all sectors, including farmworkers, employers, migrant education staff, farmworker advocates, government agencies (i.e., Agriculture Extensions, DOA, etc.), and the public.

AFOP's focus was to develop informational content to raise awareness about the health and safety hazards farmworkers could potentially face in the fields. To that end, AFOP developed materials, long and short videos, and daily post related to pesticide safety, heat stress prevention, and many other issues the farmworker community face. The content developed was published in English and Spanish, and 95% in a low-literacy format to ensure the message reached every targeted audience.

- **Social Media - Content & Impact:** AFOP Health & Safety endeavored to be 100% inclusive by posting on social media in various languages, including photos, videos, and articles that included farmworkers from different races and backgrounds.

Throughout the cooperative agreement, AFOP's presence on social media grew, and so has the number of its followers and partners from farmworker advocate organizations. Through these social media partners, AFOP cross-posted social media content related to pesticide safety, heat stress prevention, and other health and safety related topics that affect the farmworker community.

AFOP Health & Safety uses Facebook, Twitter, Instagram and MailChimp to raise awareness. On average, 98% of posts were liked or loved, and, of that number, 41% were shared.

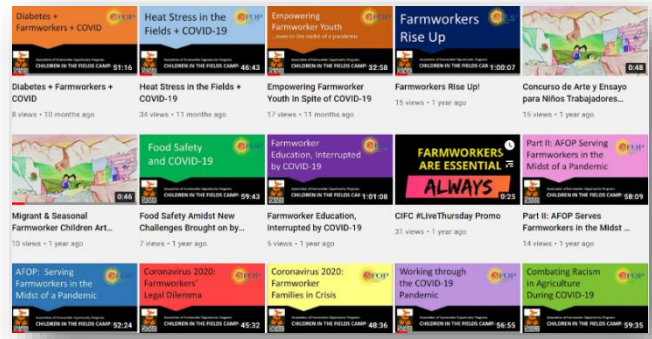
	Facebook	Twitter	Instagram	MailChimp
Total Followers	1,291 followers	830 followers	683 followers	1,987 subscribers

- **Facebook Live Events:** In the early stages of the coronavirus pandemic, AFOP Health & Safety used the Children in the Fields Campaign Facebook platform to conduct a series of Facebook Live events on topics related to coronavirus information, farmworker issues, and the impact of COVID-19 among the farmworker community.

- **Educational Videos:** AFOP developed multiple long and short videos to reinforce the messages from the WPS and Heat Stress curricula. AFOP used two formats to develop the videos: one format is a short video of under one minute commonly known as reels or gifs. These types of videos were developed to be engaging, bilingual, and were more popular among AFOP's Health & Safety social media followers.

The second format is a traditional type of video. AFOP ensured that the videos were informative and would not surpass five minutes in length. AFOP also made sure that a panel- or interview-type video did not surpass one hour in length.

All videos were uploaded to our social media platforms such as Facebook, Twitter, and Instagram. While the longer videos were also published on AFOP's [YouTube](#) channel. These videos were the following:



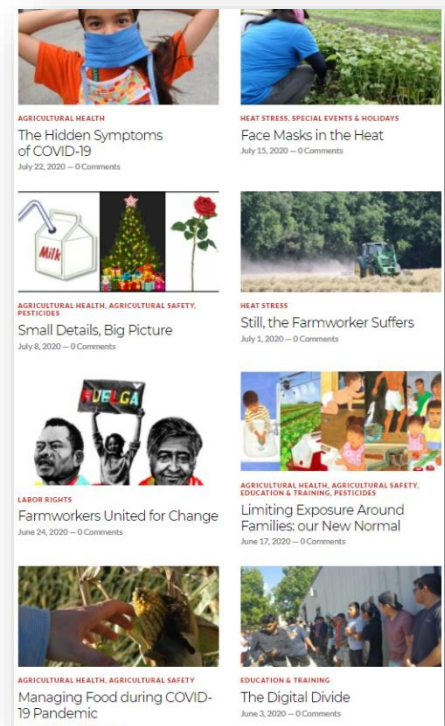
- **Pesticide Safety videos available on YouTube are the following:**
 - [Pesticides Can Kill, especially in the Heat](#)
 - [Keeping Your Home Safe from Pesticides](#)
 - [10 Tips to Avoid Pesticide Exposure](#)
 - [Protect Yourself from Drift](#)
 - [Prevención de Exposición de Pesticidas en la Casa](#) (Take-home Pesticide Exposure Prevention)
 - [Female Farmworkers and Pesticides](#)
 - [Take-Home Pesticide Residues](#)
 - [Cómo Evitar la Exposición a los Pesticidas](#) (How to Avoid Pesticide Exposure)
 - [FYI: Pesticides](#)
 - [Exposición a los Pesticidas durante el Embarazo](#)
 - [Pesticide Exposure During Pregnancy](#)
- **Heat Stress Prevention videos available on YouTube are the following:**
 - [Cómo Prevenir el Estrés por Calor](#) (How to Prevent Heat Stress)
 - [FYI: Heat Stress](#)
 - [Heat Stress Prevention](#)
 - [Heat Stress Prevention Training](#)
 - [How to Dress for Heat Stress Prevention](#)

- [Other Heat Stress Factors](#)
- [Heat Related Illnesses](#)

- **Health & Safety Blog:** AFOP Health & Safety Program has been posting articles related to pesticide safety, heat stress, cold stress, immigration, and many other topics that affect the farmworker community.

Among the articles published, the following were focused on **pesticide safety**:

- 2020:
 - [MSFW Children Exposed to Pesticides](#)
 - [Limiting Exposure Around Families: Our New Normal](#)
 - [When Disease Strikes a Farmworker](#)
- 2019:
 - [Organic Farming: Pesticide Use and More](#)
 - [Pink Farmworkers](#)
 - [Reproductive Health: Women Bear the Burden, but it Affects Men, Too](#)
 - [Don't Forget to Wash!](#)
 - [Important Work, Important Training](#)
- 2018:
 - [Math, Science, Reading, and Safety](#)
 - [The Fine Print](#)
- 2017:
 - [Worker Safety Gets a Facelift](#)
 - [Healthy Pregnancy](#)
 - [Long-Sleeve Shirts: Stopping Pesticides in Their Path](#)
 - [Love Life: Free of Pesticides](#)
 - [Pesticides Simplified](#)
 - [You Are Wearing Pesticides And Don't Know It](#)
- 2016:
 - [Poisoned by Tobacco Harvests](#)
 - [Linking Autism to Pesticide Exposure](#)
 - [Death by Chlorpyrifos](#)
 - [Pesticides: More Than Meets the Eye](#)
 - [Don't Save That!](#)
 - [A Safer Harvest](#)



Among the articles published, the following were focused on **heat stress**:

- 2020:
 - [Face Masks in the Heat](#)

- [NFAW: Break - Descanso](#)
- [NFAW: Shade - Sombra](#)
- [Hottest Decade on Record](#)
- 2019:
 - [Protecting Farmworkers from Rising Temperatures](#)
 - [Heat in the Peak of Summer](#)
 - [National Healthy Skin Month](#)
- 2017:
 - [The Perfect Outfit](#)
 - [Avoiding Heat Stress by Using Long-Sleeve Shirts](#)
 - [Skin Cancer in the Fields](#)
- 2016:
 - [Heat Stress Prevention](#)
 - [Facing the Heat](#)
 - [Water & Rest](#)
- **Interviews & Article Mentions:** AFOP Health & Safety staff were interviewed multiple times and featured in various articles. AFOP's staff always talked about the NFTP program's impact, events, and trainings related to pesticide safety and heat stress prevention. Some articles where AFOP was featured include the following:
 - 2021:
 - [2021 National Farmworker Awareness Week](#)
 - [2021 National Farmworker Awareness Week ... - Cuisine Wire](#)
 - [2021 National Farmworker Awareness Week](#)
 - [2021 National Farmworker Awareness Week](#)
 - [Life-Saving Tools to Prevent a Health Problem Due to Exposure To Pesticides](#)
 - 2020:
 - [Racism: Not Someone Else's Problem](#)
 - [Celebrating Nat'l Farmworker Women's Health Week](#)
 - [2020 National Farmworker Awareness Week](#)
 - [Turning Up the Heat Raises Risks For Ag Workers](#)
 - [AFOP Announces Its 2020 Farmworker Children Essay And Art Contest](#)
 - [A Strong Natural Sanitizer for A Cleaner and Safer Workplace](#)
 - 2019:
 - [Migrant Farmworker Children Struggle to Hold On](#)
 - [Life Can Be Hard for Child Migrants](#)
 - [AFOP Releases Publication About Child Labor ... - Telave News](#)
 - 2018:
 - [PoPville » 2018 National Long-Sleeve Shirt Drive](#)
 - [HELP New Mexico Hosting Shirt Drive](#)

- [Help New Mexico Hosting Shirt-Drive/ Gallupsun](#)
- [Welcome To the 2018 National Pesticide Applicator Safety and Education Workshop!](#)
- [If Farmers Paid for Childcare, Would It Bring Workers Back to The ...](#)
- 2017:
 - [The hot, hot heat](#)
- 2016:
 - [Insecticide | Bed Bug Blog Report](#)
- 2015:
 - [Updated WPS Posters for "Central Posting" areas and Certain Decontamination Sites](#)

CHALLENGES

Through this five-year cooperative agreement, AFOP Health & Safety was able to not only accomplish, but also exceed all of its planned goals. However, AFOP encountered several challenges that AFOP handled efficiently without any major impact on the program. Some challenges were easy to overcome, such as staff turnovers, and other challenges are still present, such as the unexpected coronavirus pandemic.

During this grant, AFOP Health & Safety had several staff changes in the program clerk and communications coordinator positions. Finding the right persons with the right skills for these positions was a real challenge, largely because it is very hard to ascertain the real level of a prospective team member's commitment. Having to train and re-train staff is a challenge, but also an opportunity to ensure that our program is well staffed, running effectively and efficiently, and to make the necessary changes where needed. Luckily, AFOP found great replacements.

It is undeniable that the coronavirus has caused terrible suffering across the globe. Despite the virus's pandemic effects, farmworkers in this country, because they were deemed "essential workers," have been on the front lines of exposure and transmission. Because of the pandemic, many organizations that provide direct and indirect services to farmworkers have shutdown to mitigate staff contraction, including AFOP's member organizations that make up the association's training network. This affected the overall performance of our program. Yet, even in the face of such closures, AFOP found ways to serve the farmworker community, prepare its network of trainers, conduct events, and distribute life-saving tools for and to the farmworker community. AFOP is proud of its performance in this regard.

CONCLUSION

AFOP's Health & Safety Programs has grown a great deal during this five-year cooperative agreement. The implementation and expansion of its National Farmworker Training Program is visible when you look at the overall impact.

- AFOP exceeded the total number of planned farmworkers to be trained by over 30,000 farmworkers

- AFOP exceeded the total number of planned farmworkers to be trained during HSPTM by 25%
- AFOP exceeded every year the goal number of shirts to be collected and increased the total amount per year (except for PY 5 due to Covid-19)
- Developed the WPS flipchart curriculum for workers and translated it to Spanish and Haitian-Creole
- Began developing the WPS flipchart curriculum for handlers
- Increased in each quarter its number of followers on social media
- Held 4 successful events each year resulting in greater impact and reach due to partnerships built
- Developed many educational short and long videos in English and Spanish
- Developed and updated take-home materials as a reinforcement to the lessons learned in the trainings
- Adjusted its NFTP program processes and procedures to make it a stronger program
- Distributed over 14,000 lbs. of materials
- And so much more

AFOP staff worked exceedingly hard to make every step and process one that is cost-effective, successful, and, most importantly, impactful for the farmworker community's health and safety.

OVERALL YEARLY DELIVERABLES							
Deliverable		Year 1	Year 2	Year 3	Year 4	Year 5	Total
Site Recruitment		29	24	23	28	30	
Farmworkers Trained		33,183	46,378	42,458	36,987	11,244	170,250
Train-the-Trainer Course		10	18	11	10	12	61
Site Visits		4	6	4	4	1	19
Take home materials	PST brochure	6,000	7,000	100	7,600	7,500	25,700
	Heat Stress brochure	6,000	7,000	100	7,600	7,500	25,700
	Laundry bags	5,000	5,000	25	5,125	4,925	19,075
	PST Magnets	5,500	7,000	100	4,200	0	16,800
Monthly Newsletter (Sazón Para la Salud)		10	7	1	0	0	18
Communication Plan with HCN		PSAs 4 broadcasted in multiple radio stations – over 3	PSAs broadcasted in multiple radio stations – over 3	PSAs broadcasted in multiple radio stations – over 3	PSAs broadcasted in multiple radio stations – over 3	PSAs broadcasted in multiple radio stations – over 5.9	17.9 million impressions

		million impressions	million impressions	million impressions	million impressions	million impressions	
Social Media Communication Plan	Facebook	Increased 14%	739 followers	680 followers	915 followers	1,263 followers	1,263 followers
	Twitter	Increased 11%	737 followers	702 followers	763 followers	822 followers	822 followers
	Instagram	Increased 16%	349 followers	322 followers	362 followers	625 followers	625 followers
	WordPress (blog)	65 articles	71 articles	21 articles	63 articles	61 articles	279 blog articles
Educational Audiovisual materials (video on YouTube, and social media platforms)		33	12	5	5	10	66
Long-Sleeve Shirt Drive (March)		8,897	12,126	13,062	17,857	12,417	64,359
National Farmworker Women's Health Week (May)		553	420	1,219	291	8	2,491
Heat Stress Prevention Training Marathon Week (July)		2,879	1,779	1,443	2,332	337	8,770